

**New Jersey Public Employment Relations Commission**  
**NON-POLICE AND FIRE**  
**COLLECTIVE NEGOTIATIONS AGREEMENT SUMMARY FORM**

Line #

**SECTION I: Parties and Term of Contracts**

1 Public Employer: Borough of Demarest County: Bergen

2 Employee Organization: Teamsters Local # 125 Number of Employees in Unit: 7

3 Base Year Contract Term: 1/1/2012 - 12/31/2015 New Contract Term: 1/1/2016 - 12/31/2019

**SECTION II: Type of Contract Settlement (please check only one)**

- 4 ☒ Contract settled without neutral assistance
- 5 ☐ Contract settled with assistance of mediator
- 6 ☐ Contract settled with assistance of fact-finder
- 7 ☐ Contract settled with assistance of super-conciliator
- 8 If contract was settled in fact-finding, did the fact-finder issue a report with recommendations?  
 Yes ☐ No ☐

**SECTION III: Salary Base**

The salary base is the cost of salaries in the final year of the expired or expiring agreement. This is the base cost from which the parties negotiate the salary increases.

9 Salary Costs in Base Year \$ 462659

10 Longevity Costs in Base Year \$ 10000

11 Total Salary Base \$ 472659

**SECTION IV: Salary Increases for Each Year of New Agreement\***

	Year 1	Year 2	Year 3	Year 4	Year 5
12 Effective Date (month/day/year)	<u>1/1/16</u>	<u>1/1/17</u>	<u>1/1/18</u>	<u>1/1/19</u>	
13 Cost of Salary Increments (\$)	<u>10497</u>	<u>8566</u>	<u>8658</u>	<u>11331</u>	
14 Salary Increase Above Increments (\$)	<u>1125</u>	<u>1700</u>	<u>4444</u>	<u>15230</u>	
15 Longevity Increase (\$)	<u>224</u>	<u>180</u>	<u>182</u>	<u>238</u>	
16 Total \$ Increase (sum of lines 13-15)	<u>11846</u>	<u>10446</u>	<u>13284</u>	<u>26799</u>	
17 New Salary Base (\$)	<u>484505</u>	<u>494951</u>	<u>508235</u>	<u>535034</u>	
18 Percentage Increase over prior year	<u>2.51</u> %	<u>2.16</u> %	<u>2.68</u> %	<u>5.27</u> %	

*\*If contract duration is longer than five years, please add an additional page.*

**SECTION V: Increases in Other Contractual Economic Items or Newly Added Economic Items\***

19	Item Description	Base Year Cost (\$)	Year 1 Increase (\$)	Year 2 Increase (\$)	Year 3 Increase (\$)	Year 4 Increase (\$)	Year 5 Increase (\$)
	Clothing/Shoe	4200	175	175	175	175	
	Standby	26250	2625	2625	2625	2625	
	Meals	350	700	0	0	0	
20	Totals(\$):	30800	3500	2800	2800	2800	

\*If contract duration is longer than five years, please add an additional page.

**SECTION VI: Medical Costs**

	Base Year	Year 1
21 Health Plan Cost	\$67224	\$72120
22 Prescription Plan Cost	\$17280	\$17880
23 Dental Plan Cost	\$4968	\$4968
24 Vision Plan Cost	\$0	\$0
25 Total Cost of Insurance	\$89472	\$94968
26 Employee Insurance Contributions	\$22158	\$23568
27 Employee Contributions as % of Total Insurance Cost	24.8 %	24.8 %

Employer: Borough of Demarest

Employee Organization: Teamsters Local # 125

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**Section VI: Medical Costs (continued)**

28 Identify any insurance changes that were included in this CNA.

**SECTION VII: Certification and Signature**

29 The undersigned certifies that the foregoing figures are true:

Print Name:

Philip Moore

Position/Title:

CFO/Tax Collector

Signature:

Philip Moore

Date:

April 20, 2017

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Send this completed and signed form along with an electronic copy of the contract and the signed certification form to: [contracts@perc.state.nj.us](mailto:contracts@perc.state.nj.us)

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NJ Public Employment Relations Commission

Conciliation and Arbitration

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Phone: 609-292-9898

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